

First Baptist Church

FAITHFULLY FIRST
SINCE 1844

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Welcome to First Baptist Church

Small enough to know you, big enough to care!



Celebrating 175 years of God's Faithfulness

We are a community of believers who honor our relationship with God and His Word, who celebrate fellowship with each other, and who spread the Gospel to the world.

We may not be the biggest church,
but we have a lot of heart for God and others!

Table of Contents:

01	<i>Church History</i>	p 03
02	<i>Who We Are - Church & Community Life</i>	p 04
03	<i>Organizational Chart</i>	p 06
04	<i>Vision & Mission Statements</i>	p 07
05	<i>What We Desire in a Pastor</i>	p 08
06	<i>Compensation & Church Budget</i>	p 09
07	<i>Our Beliefs</i>	p 10
08	<i>What We Would Like to Accomplish Together</i>	p 12

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Church History



First Baptist had its beginnings in 1844 in a cabin about six miles south of the present town of Pella. A traveling circuit rider, Reverend Moses Post, organized the Aurora Missionary Baptist Church in the home of Israel C. Curtis, which was on his route to carry government mail on horseback between Fairfield and Fort Des Moines. In 1847, five gentlemen were chosen as a committee from 800 Holland immigrants staying in St. Louis to spy out land for the group to settle. They arrived in Fairfield by stage, where the group's leader, Dominie Scholte, met Rev. Post who offered to pilot them westward 70 miles to

introduce them to the divide between the Des Moines and Skunk Rivers. Scholte purchased two civil townships of land, and the immigrants traveled from St. Louis to arrive at the new town of Pella in August of 1847.

In 1854, it was decided that the Aurora Baptist Church would move to Pella and change its name to the First Baptist Church of Pella, pastored by Rev. E.H. Scarff, the first president of Central College. Membership grew in the 1850's from 12 to 260. In 1857, First Baptist started to construct a building at 514 W. 1st Street, when the controversy surrounding Masonry, slavery, and the underground railroad, along with the financial crises of 1858 divided the church and forced the sale of their building to pay debts. The members then paid \$1,000 toward furnishing a Central College building and secured a permanent home in its chapel on University Street. On September 26, 1863, with a membership of 81, the First Baptist Church of Pella was dissolved. Two days later, several Baptists who had not been connected with any Baptist Church in Pella, came together at the home of H.K. Kean and organized the First Baptist Church of Pella with sixteen members.

A permanent house of worship was built in 1873 at 713 Independence Street due largely to the faithful work of Pastor E.C. Spinney. Before the baptistry was installed in 1877, the Des Moines River was used for baptisms. By 1900, a parsonage was finished, the auditorium remodeled, and a pipe organ installed.



Current church building

Membership continued to grow, and the present building was constructed after the old church and parsonage were razed in 1956. It was the first building in Pella to be air-conditioned. Many improvements followed until 1990 when an expansion to increase the sanctuary capacity from 288 to 450 began with a total construction cost of \$500,000. The first service following the remodel took place on Easter Sunday, March 31, 1991.

First Baptist Church desires to be a voice for Christ for another 175 years in the Pella community. We have been "Faithfully First since 1844!"

Who We Are - Church Life

The Pastoral Search Committee mailed a survey to all church members and attenders asking them what they want in a new pastor and also to share how they participate in the life of First Baptist Church of Pella. 69 surveys were returned.

The majority of our congregation is 55 and older with many of those age 70 and older. We do have a few families with young children. Attendance on Sunday mornings varies from 50-80 participants.

The people of First Baptist Church (FBC) enjoy learning, fellowshiping and serving together. Our survey asked how likely someone in their household would be to participate in a given activity. Activities people are currently a part of, or would like to be a part of, are church potlucks, service projects for church and community members, intergenerational small groups or Bible studies, adult Sunday school classes, and volunteering with FBC's food stand during Tulip Time (3 day community festival). We are part of the 16-church multi-denominational Union Vacation Bible School in Pella, hosting 4th graders as we share God's love with them. We are also members of the American Baptist Churches USA as well as the Mid-American Baptist Churches of Iowa and Minnesota. We are a mission-oriented church with 25% of our budget supporting missions in the community and the American Baptist Churches USA.

Of the survey respondents, most participate in, in-person worship on Sundays, but about 25% participate online. We have a vibrant adult Sunday School, with approximately 1/2 of adults who attend church staying an additional hour for Sunday School, along with the preschool children who are eager learners in their Sunday School class. Many women participate in the Search and Grow monthly fellowship and study group. Several people are a part of the Stitches from the Heart group, who make knitted and crocheted items for local and global charities, and a small group of men meet weekly for Bible study with the pastor.



Community Vacation Bible School



Children's Sunday School



Vetbollen Stand at Tulip Time

Who We Are - Church Life

When asked to give feedback on positives and challenges at First Baptist, many people shared similar thoughts.

Positives:

The most common trait listed was that of being a loving, caring, welcoming church.

Other things listed often were people's willingness to step into leadership roles when needed, faithful believers, and our long history in the community.

Challenges:

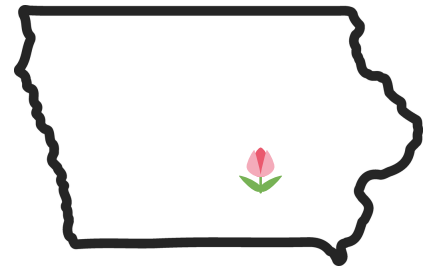
The most common answer was a lack of youth and young families, and the need to attract more members.

Also frequently mentioned is a resistance to change, and a lack of communication between leadership and congregation.

Who We Are - Community Life

Pella, Iowa Pella is the type of community where you get to know your neighbors, people wave as they drive by, and take care of one another in times of need. The perfect spot to settle into some small-town charm and have the best outdoor adventures at your fingertips – right in the heart of the Midwest. Below are a few more reasons we love Pella!

- Home to Iowa's largest lake – Lake Red Rock
- #3 Best Places to Live in the US – USA Today
- Top Ten Safest Cities in Iowa
- Award-winning public and private school systems



City of Pella Tulip Beds



Church Van

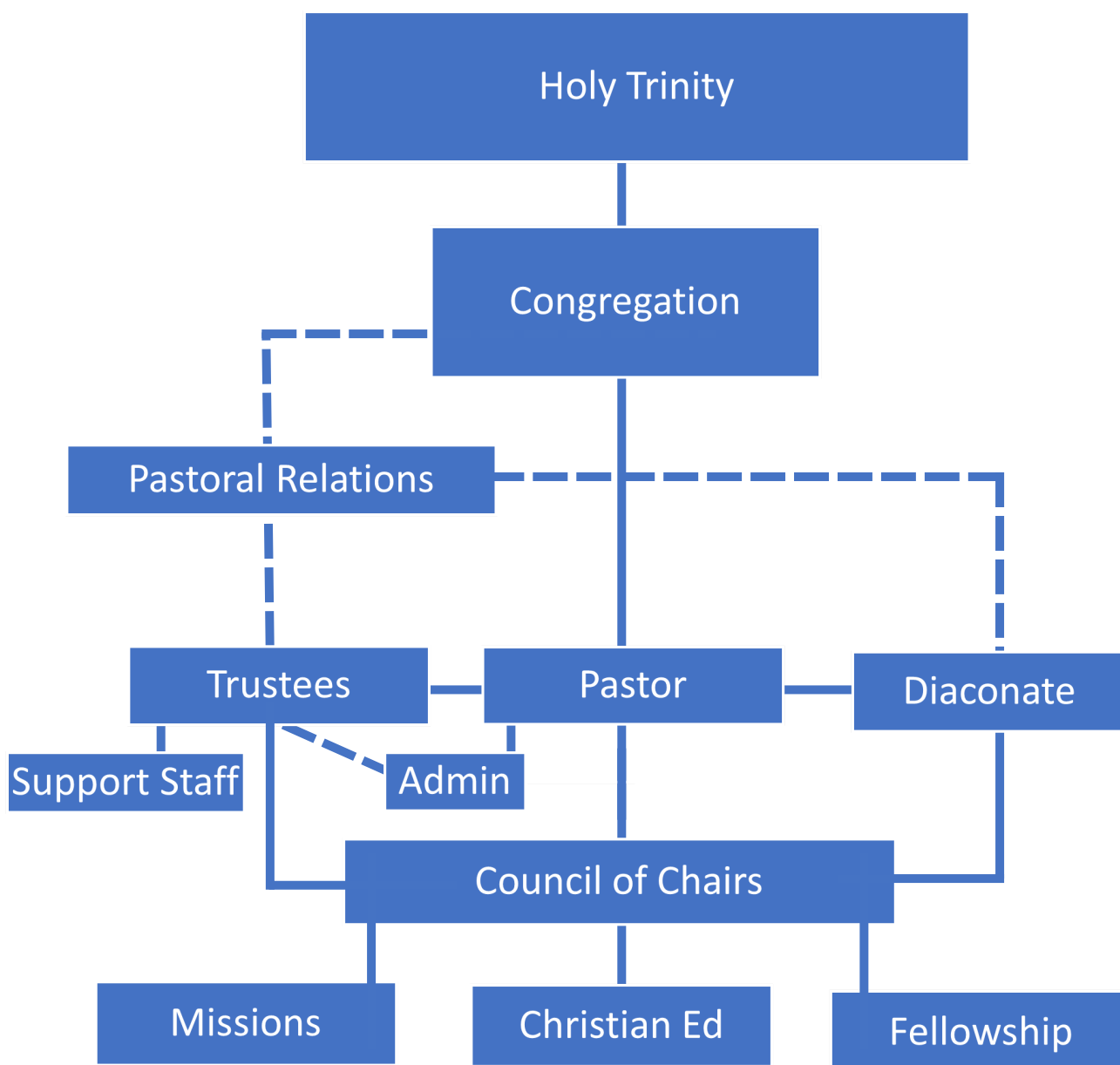


Annual Church Picnic

First Baptist Church Organizational Chart

A multi-board system provides oversight of our church needs. The Diaconate Board provides for the congregation's spiritual needs, including worship, membership care, communion, and baptisms, where the Board of Trustees provides for the church's physical needs, including building and grounds, finance, budgets, and support staff. A Council of Chairs consists of the church moderator, clerk, and all board chairs. It mainly serves as a communication vehicle between all boards, including Christian Education, Missions, and Fellowship. It is also responsible for the assignment of special committees. A pastoral relations committee consists of a Diaconate and Trustee board member, and a congregational designate appointed by the pastor. Its main function is to promote communication and resolve conflict if and when necessary.

To learn more about our by-laws, check out our website at www.fbcpella.org.



Vision & Mission Statements

Our Vision

To be a community of faith who honor and celebrate:

- A connectedness with God and the Word
- Relationships with each other and the world

Our Mission

Empowered by God (Creator, Christ, and Holy Spirit), First Baptist Church of Pella is building a sustainable community grateful for what we have and optimistic for our future together. Through continual renewal from the Spirit and support for each other, we are working to enhance our impact on the community through missions, discipleship, and passionate worship.

Goals and Values

- **Passionate Worship**
 - Worship is about re-centering ourselves on God.
 - Through worship, we celebrate our diversity.
 - Worship includes participation in the Sunday worship service, but it also remains an integral part of our daily lives.
- **Developing Community**
 - In community, we are developing authentic relationships so we can be known and know others deeply.
 - In community, we share and celebrate the good times, and we support each other during challenging times.
 - In community, we discover opportunities to grow our faith, live in the Spirit, and experience transformation.
- **Mission and Service**
 - Like Jesus, we are here to serve, not to be served. As individuals and as a church we are called to serve not just at church, but in our homes, workplaces, schools, and community.
 - Our resources are used at home and around the world to bring God's love and joy to where it is needed most.
- **Stewardship and Leadership**
 - Connecting our financial resources to items that support the vision of the church for our generation and generations to come.
 - Developing a leadership structure that decreases the burden on our membership and encourages volunteering for special projects and areas of interest.
 - Increasing and improving communication between all people associated with FBC of Pella.



Original cornerstones from 1873 building outside current building

*May the Lord make your
love increase and overflow
for each other and for
everyone else.*

1 Thessalonians 3:12 NIV

What We Desire in a Pastor

Our congregation strongly desires a pastor who is able to **interpret the faith** in a way that is relevant to our daily lives. We wish for a pastor who spends time **preparing for and delivering sermons** that show an understanding of God's word and his will for us in our personal, church, community, and world lives. Also important is **growing our church** by attracting new members, especially families with children at home, who are excited to grow in their faith.

The congregation is looking for a pastor who **builds empathetic relationships** with the membership, who will share in the joys of life, and will offer compassionate understanding during the difficult times of life. Along with building relationships, we desire a pastor who **fosters a caring atmosphere** and helps people to feel loved, accepted, and a part of who we are. **Effective communication** of ministry vision and decisions made in the church is also an important quality for our new pastor to possess.



Time of Worship



Congregation

Compensation Package & Budget Narrative

Salary and Housing Allowance

The total compensation package is commensurate with experience and qualifications. A salary range between \$50K - \$75K will be offered as the total compensation package, with American Baptist Churches USA guidelines for compensation taken into consideration. The church does not own a parsonage, therefore, it is at the Pastor's discretion to determine how much of this compensation will be allotted as a housing allowance based upon IRS guidelines.

Health Insurance

Currently, the church does not have a medical / dental group insurance plan and it will be incumbent upon the pastor to determine health insurance needs and will be expected to purchase this on their own.

Benefits

The total compensation package includes the Church's contribution to MMBB on behalf of the pastor. It is at the pastor's discretion to determine how much is set aside for MMBB contribution vs. direct compensation. Church policy and budget allows for reimbursement for certain expenses, such as, hospitality, mileage (IRS standard rate), professional expenses, professional library, and a \$30/month cell phone stipend. The Church will pay for two weeks of continuing education annually, as well as moving expenses within reason. The Church encourages the pastor to spend two days each week free from ministerial duties. Paid time off includes the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, the Friday following Thanksgiving, and Christmas Day. The Church provides an annual paid vacation of four weeks, with the option of using the entire time in one continuous segment. The Church does not provide a social security offset.

Budget Narrative

The 2022 budget is \$186,000 with 25% going toward missions. Pre-covid and with full staff, the budget was approximately \$260,000. We currently have 125 giving units.



Easter Breakfast

1 Corinthians 12:12

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.

Our Beliefs

Statements of Doctrine

1. Principles

The key to our doctrine is the deep conviction that every person has both the ability and the necessity to enter into direct saving relationship with God through Christ.

We believe the Bible is the all-sufficient basis of our doctrine.

We believe in adult baptism by immersion rather than infant baptism. This form of baptism clearly marks the entry into the Christian community. It is an outward witness to an inward reality. It does not create that reality but confesses it.

We believe the ordinance of the Lord's Supper is an open congregational act encompassing the recall, reminder and renewal of our Christian beliefs.

We believe that the only visible form of the church is the local congregation. Relationships beyond the local church are voluntary, and the local congregation has the ultimate right to decide.

We believe we are missionary people who respond to the constant appeal to win converts for Christ, provide support for medical and educational assistance, and attempt to change unjust conditions.



Women's Sunday School Class



Baptismal Service

2. Position

We believe that this church, using the Bible as sufficient authority, clearly enables the believer to be drawn to the one true church, the body of Christ, as its only foundation.

The organization of this church is such as to encourage growth as a maturing Christian. It then is the goal of the body of believers that their true faith is the witness of Christ at His work through them. For this reason, this church desires to maintain a structure which motivates, instructs, nurtures and brings into being that moment when each may truly say from their hearts and minds that they have experienced Jesus Christ; that they have the blessed assurance of salvation; and that they have the peace of God which passes all understanding.

Our Beliefs

3. Covenant

Having been led, as we believe, by the spirit of God, to receive the Lord Jesus Christ as our Savior; and on the profession of our faith, having been baptized into the name of the Father, and of the Son, and of the Holy Spirit; we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit:

To walk together in Christian love;

To strive for the advancement of this church in knowledge, holiness and comfort;

To promote its prosperity and spirituality;

To sustain its worship, ordinance, discipline, and doctrines;

To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor and the spread of the gospel through all nations.

We also engage to maintain family and personal devotions;

To teach our children the Christian truths;

To seek the salvation of our kindred and acquaintances;

To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our actions;

To avoid all tattling, backbiting, and excessive anger;

To live temperately and soberly;

And to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness, and distress; to cultivate Christian sympathy in feeling and courtesy in speech; To be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure it without delay.

We moreover engage that, when we remove from this place, we will as soon as possible, unite with another church, where we can carry out the spirit of this covenant and the principles of God's Word.



Church Life

What We Would Like to Accomplish Together

The people of Pella First Baptist want to work together with our new pastor to share the Good News of Jesus! We want to continue meeting the needs of our current membership while also being open to changes that may need to occur to attract new, younger families. We want to share God's love with our community and be a place where people feel like they are part of a caring family.

We want to foster an environment of open communication between pastor, leadership, and congregation. We want to explore together the best way to attract new members to join our loving family.

Interested in Applying?

If you are an American Baptist Clergy person:

Please apply using the ABCUSA Ministrelife personnel Platform: <https://ministrelife.org/>

If you are not an American Baptist Clergy person:

Send your resume, including references to:

MABC Region Consultant
Rev. Jacqueline Saxon (Mid-ABC Executive Minister)
2400 NW 86th St. Ste 15
Des Moines, IA 50322
exec@mid-abc.org

Please include links to any online sermons for review by the committee.

All non ABCUSA clergy persons will be subject to the bylaws of the church that requires the pastor to have his or her ordination recognized by the region and the denomination.

All applicants must submit to applicable background checks to be considered for this position.

Contact:

First Baptist Church

709 Independence St, Pella, IA 50219
641-628-3401
www.fbcPELLA.org
fbcPELLA@gmail.com

*Thank you for considering
First Baptist Church of Pella!
Please visit our website for
more information.*

